



Tommy G. Thompson
Governor

**A Publication of the
BARBERING AND COSMETOLOGY
EXAMINING BOARD**

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Licensing Statistics

The number of active licensees, as of August 30, 2000:

Barber/Cosmetology Practitioner	18,875
Barber/Cosmetology Manager	15,446
Barber/Cosmetology Instructor	460
Barber/Cosmetology Establishment	7,102
Barber/Cosmetology School	23
Aesthetician	314
Aesthetics Instructor	10
Aesthetics Establishment	87
Aesthetics School	3
Electrologist	323
Electrology Instructor	5
Electrology Establishment	174
Electrology School	2
Manicurist	2,532
Manicuring Instructor	17
Manicuring Establishment	790
Manicuring School	8

**THE WISCONSIN BARBERING AND
COSMETOLOGY EXAMINING BOARD**

Members of the Board

- Barbara Flaherty, Chair (Windsor)
- Marvile Martin, Vice Chair (Milwaukee)
- Lorraine Norem, Secretary (Elkhorn)
- Bruce Bennett (Madison)
- Laura Jenkins (Darlington)
- Karen Kraus (Eldorado)
- Leon Lauer (Green Bay)
- D. Denise Svetly (Reedsburg)
- Danny E. Trotter (Edgerton)

Administrative Staff:

Alfred J. Hall, Bureau Director

Executive Staff:

- Marlene A. Cummings, Secretary
- William Conway, Deputy Secretary
- Myra Shelton, Executive Assistant

Governor Thompson Reappoints Board Members

Governor Tommy Thompson reappointed Leon Lauer (Green Bay) and Marvile Martin (Milwaukee) to the Barbering and Cosmetology Examining Board. Their 4-year terms will expire July 1, 2004.

Mr. Lauer owns and operates Chester's Hairstyling. Mr. Martin is a barber/cosmetology practitioner at Ebony Man's World Barbershop.

"Apprentice Program Explodes" -- New Initiative Piloted to Improve Quality of Training

Apprenticeship the "Earn While You Learn" program was not to be left behind by the Barber/Cosmetology Industry. In the last 10 years, the Barber/Cosmetology Apprenticeship program monitored by the Bureau of Apprenticeship Standards in the Department of Workforce Development (BAS-DWD) has tripled. The BAS' statistics of June 1, 2000, indicate there are 683 Barber/Cosmetology Apprentices.

This program consists of 4,000 hours (288 hours of paid related instruction and 3,712 hours of

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practical or hands-on instruction in a licensed establishment or an approved training center). Each apprentice enters into a formal contract of 2 years with a sponsor (employer), who commits to giving the apprentice all of the training needed to pass the required state Barbering and Cosmetology Examining Board exam and needed to become a competent professional.

Many apprentices are individuals returning to the industry due to previous training which may have been interrupted, or others who are unable to attend full-time school for many reasons.

Satisfaction surveys have shown apprentices are least happy with the on-the-job training portion of the program. Some establishment owners/managers are too busy to be able to take the time needed to properly work with the apprentices or take the time to learn how to train apprentices. This brings us to "Transition to Trainer, The Role of the Journey Worker." This is a 5-day workshop designed for all trades and aimed at graduating apprentices, as well as journey-level workers who train apprentices. This workshop has proven to be a huge success with a recent group of barber and cosmetology managers.

On Tuesday, May 9, 2000, 20 Madison-area Cost Cutters Managers attended the "Transition to Trainer" workshop. These managers, who have been working with apprentices for several years, felt the workshop was a great help in dealing with some of the non-technical issues which come up during the 2-year contract. Unlike other trades, barbering and cosmetology requires that a licensed manager be involved in the training of apprentices. Since most of these managers have not been through the apprenticeship program, they are not very familiar with all aspects of on-the-job training. The workshop provides the participants with the knowledge helpful for teaching apprentices on the job.

If you are considering sponsoring an apprentice or becoming an apprentice, contact your local Bureau of Apprenticeship Standards (BAS) Field Staff or the State Director, Karen Morgan at (608) 266-3133 to volunteer to become a workshop trainer or to pilot a workshop in your area.

Apprenticeship Training

At its meeting on April 3, 2000, the Barbering and Cosmetology Examining Board clarified its

interpretation of section BC 6.05 (3) of the Wisconsin Administrative Code.

The section states "The department may grant transferees to an apprenticeship program credit for calendar time spent in prior training." This section is interpreted as modifying section 454.10 (2) of the Wisconsin Statutes, which says "Apprentices shall receive at least 3,712 hours of practical training and at least **288** training hours of instruction in theory in a school of barbering or cosmetology in order to complete the apprenticeship program and be eligible to take the examination for a barber or cosmetologist license. Apprentices shall receive training for a total of at least 32 hours per week. The training shall be completed in not less than 2 years and not more than 4 years" [emphasis added]. Through the administrative rule, the department has the authority to grant credit for prior training in a school or apprenticeship program in this state or another state, and in that situation to allow a person to complete the balance of an apprenticeship program in less than 2 years.

Product Expiration Dates

Licensees are reminded that certain products have expiration dates. Stock should be checked periodically to ensure effectiveness and safety.

Latex Gloves May Cause Allergic Reactions

Latex gloves have proven effective in preventing transmission of many infectious diseases to health care workers, but for some workers, exposure to latex may result in allergic reactions. Reports of such reactions have increased in recent years, especially among health care workers.

The following questions and answers are taken from NIOSH Alert No. 97-135, Preventing Allergic Reactions to Natural Rubber Latex in the Workplace. (You may call 1-800-856-4674 or visit the NIOSH Homepage on the Internet at <http://www.cdc.gov/niosh> and search for latex. Additional information is available at http://www.familyvillage.wisc.edu/lib_latx.htm).

What is latex?

The term "latex" refers to natural rubber latex, the product manufactured from a milky fluid derived from the rubber tree, *Hevea brasiliensis*. Several types of synthetic rubber are also referred to as "latex," but these do not release the proteins that cause allergic reactions.

What is latex allergy?

Latex allergy is a reaction to certain proteins in latex rubber. The amount of latex exposure needed to produce sensitization or an allergic reaction is unknown. Increasing the exposure to latex proteins increases the risk of developing allergic symptoms. In sensitized persons, symptoms usually begin within minutes of exposure; but they can occur hours later and can be quite varied. Mild reactions to latex involve skin redness, rash, hives, or itching. More severe reactions may involve respiratory symptoms such as runny nose, sneezing, itchy eyes, scratchy throat, and asthma (difficult breathing, coughing spells, and wheezing). Rarely, shock may occur; however, a life-threatening reaction is seldom the first sign of latex allergy.

Who is at risk of developing latex allergy?

Health care workers are at risk of developing latex allergy because they use latex gloves frequently. Workers with less glove use (such as housekeepers, hairdressers, and workers in industries that manufacture latex products) are also at risk.

Is skin contact the only type of latex exposure?

No. Latex proteins become fastened to the lubricant powder used in some gloves. When workers change gloves, the protein/powder particles become airborne and can be inhaled.

How is latex allergy treated?

Detecting symptoms early, reducing exposure to latex, and obtaining medical advice are important to prevent long-term health effects. Once a worker becomes allergic to latex, special precautions are needed to prevent exposures. Certain medications may reduce the allergy symptoms; but complete latex avoidance, though quite difficult, is the most effective approach.

Are there other types of reactions to latex besides latex allergy?

Yes. The most common reaction to latex products is irritant contact dermatitis--the development of dry, itchy, irritated areas on the skin, usually the hands. This reaction is caused by irritation from wearing gloves and by exposure to the powders added to them. Irritant contact dermatitis is not a true allergy. Allergic contact dermatitis (sometimes called chemical sensitivity dermatitis) results from the chemicals added to latex during harvesting, processing, or manufacturing. These

chemicals can cause a skin rash similar to that of poison ivy. Neither irritant, contact dermatitis nor chemical sensitivity dermatitis, is a true allergy.

How can I protect myself from latex allergy?

Take the following steps to protect yourself from latex exposure and allergy in the workplace:

1. Use non-latex gloves for activities that are not likely to involve contact with infectious materials (food preparation, routine housekeeping, general maintenance, etc.).
2. Appropriate barrier protection is necessary when handling infectious materials. If you choose latex gloves, use powder-free gloves with reduced protein content.
 - Such gloves reduce exposures to latex protein and thus reduce the risk of latex allergy.
 - So-called hypoallergenic latex gloves do not reduce the risk of latex allergy. However, they may reduce reactions to chemical additives in the latex (allergic contact dermatitis).
3. Use appropriate work practices to reduce the chance of reactions to latex.
 - When wearing latex gloves, do not use oil-based hand creams or lotions (which can cause glove deterioration).
 - After removing latex gloves, wash hands with a mild soap and dry thoroughly.
 - Practice good housekeeping: frequently clean areas and equipment contaminated with latex-containing dust.
4. Take advantage of all latex allergy education and training provided by your employer and become familiar with procedures for preventing latex allergy.
5. Learn to recognize the symptoms of latex allergy: skin rash; hives; flushing; itching; nasal, eye, or sinus symptoms; asthma; and (rarely) shock.

What if I think I have latex allergy?

If you develop symptoms of latex allergy, avoid direct contact with latex gloves and other latex-containing products until you can see a physician experienced in treating latex allergy.

If you have latex allergy, consult your physician regarding the following precautions:

- Avoid contact with latex gloves and products.
- Avoid areas where you might inhale the powder from latex gloves worn by other workers.
- Tell your employer and health care providers (physicians, nurses, dentists, etc.) that you have latex allergy.
- Wear a medical alert bracelet.

Frequently Asked Questions About Establishments

Q: I am renting a chair or booth. Do I need to have my own establishment license?

A: No, if (1) You have a lease agreement in writing, and, (2) The owner and manager of the establishment who are leasing the space agree to retain their responsibilities to ensure that the leased chair or booth operates in compliance with Ch. 454, Stats., and rules of the Board.

NOTE: To avoid unintended insurance and tax consequences, all parties to a lease or rental agreement are advised to consult with appropriate business advisors and government agencies.

Q: I am renting a chair or booth and wish to have my own establishment. Who is considered the owner for the purposes of an establishment license application?

A: The person who is renting the chair or booth is the owner of his/her establishment. He or she should be listed as such on the establishment license application. His or her name will appear on the license as the owner.

Q: I am renting a chair or booth as a licensed establishment and am moving from one chair to another within the same location. Can I use the same establishment license?

A: Yes. However, you are required to send written notice within 30 days after making such an arrangement to the Barbering and Cosmetology Examining Board, including information about the old and new chair or booth location. Example: "I am moving XYZ Studio, Establishment License Number 99999, located at 123 Main Street, Madison, WI, from Chair or Booth C to Chair or Booth A." You will not be required to obtain a new establishment license, provided you are located at the same address.

Q: I am selling my establishment. Can the new owner "take over" my license?

A: No. Any change in ownership requires a new license. Contact the Barbering and Cosmetology Examining Board at (608) 266-5511, Extension 11, for an application for a new establishment license.

Q: I am buying an existing establishment. Can I use the "old" establishment license from the previous owner?

A: No. Any change in ownership requires a new license. Contact the Barbering and Cosmetology Examining Board at (608) 266-5511, Extension 11, for an application for a new establishment license.

Q: I am selling my establishment. Do I need to notify the Barbering and Cosmetology Examining Board?

A: Yes. The Barbering and Cosmetology Examining Board requires that you notify us in writing when you close your establishment.

Q: I am adding (or dropping) a partner or officer in my establishment. Do I need to notify the Barbering and Cosmetology Examining Board?

A: It depends. **An** owner of an establishment may be an individual, a corporation, a partnership or a limited liability company (LLC). Whenever an establishment changes its ownership from one type to another, a new license is required. When a partnership adds or drops a partner, it needs a new license, but a corporation that adds or drops an officer or an LLC that adds or drops one of its members is not required to obtain a new license. Notification of change of owner should be made within 5 days of the change. Contact the Barbering and Cosmetology Examining Board at (608) 266-5511, Extension 11, for an application for a new establishment license. If you change the name of your establishment, but not the ownership, you must send a letter to the Board within 30 days of the change.

Q: My establishment is owned by a corporation. Who is the owner?

A: The corporation is the owner of the establishment and should be listed as such on the application for an establishment license.

Q: If I move my establishment, can I use my establishment license from the previous address?

A: No. **An** establishment license is issued for a specific location and cannot be used at another location. Contact the Barbering and Cosmetology Examining Board at (608) 266-5511, Extension 11, for an application for a new establishment license.

Q: The licensed manager in my establishment no longer works for me. What do I need to do?

A: You must employ another licensed manager. The owner of an establishment may not operate the establishment unless a licensed manager has been employed for the establishment.

Q: Can I open my establishment for business before an inspection has been done?

A: Yes, provided you have obtained your establishment license. Inspections will be conducted randomly after licensure.

Q: Must an aesthetics, electrology, or manicuring establishment have a licensed manager?

A: No. A manager license does not exist for these professions.

Disciplinary Actions

**AMY L CHEKE
CUDAHY WI FORFEITURES**
Signed an employment verification form that falsely stated the number of hours worked under supervision. Effective 6/5/2000. Sec. 454.15(2)(a), Stats. Case #LS0006052BAC

**KELLY J DIX
BRILLION WI FORFEITURES**
Provided barbering and cosmetology services at her residence which is not licensed as a barbering and cosmetology establishment. Effective 6/5/2000. Secs. 454.08(1)(b), 454.15(2)(i), Stats. BC 2.045(1), 3.01(1). Case #LS0006053BAC

**GALE A JOHNSON
MILWAUKEE WI SUSPENDED/
FORFEITURES**
Falsely stated on an employment verification form the number of hours worked under supervision. License suspended for 30 days effective 6/15/2000 Sec. 454.15(2)(a), Stats. Case #LS0006054BAC

**K NAILS
MONONA WI FORFEITURES**
Failed to supply disposable gloves. Effective 6/5/2000. Sec. 454.15(2)(i), Stats. BC 4.04(2) Case #LS0006058BAC

**DANIEL G NACHTIGAL
MONONA WI FORFEITURES**
Operated as a barbering and cosmetology establishment without an establishment license. Provided barbering and cosmetology services to the public without a manager's license. Effective 6/5/2000. Secs. 454.04(1)(a), 454.08(1)(b), Stats. BC 2.04(1), 3.01(1). Case #LS0006055BAC

**NAILS FOR YOU
MILWAUKEE WI FORFEITURES**
Operated as a manicuring establishment without an establishment license. Employed an unlicensed individual to provide manicuring services. Did not disinfect reusable manicure instruments prior to use on patrons and did not disposed of the manicure instruments that could not be cleaned and disinfected. Did not possess a supply of bandages and disposable gloves. Effective 6/5/2000. Secs. 454.04(1)(d), 454.08(1)(b), 454.15(2)(i), Stats. BC 2.04(1), 2.06, 3.01(1), 4.04(2) Case #LS00060513BAC

**REVELATIONS HAIR SALON
MILWAUKEE WI REPRIMAND/
FORFEITURES**
Employed an individual who did not hold a valid and current barbering and cosmetology practitioner's license. Effective 4/3/2000. Secs. 454.04(1), 454.15(2)(i), Stats. BAC 2.04(2), 2.06 Case #LS0004031BAC

**LEEN SCOTT
MILWAUKEE WI REPRIMAND/
FORFEITURES**
Employed an individual to provide barbering and cosmetology services who did not hold a valid and current practitioner's license. Effective 4/3/2000. Secs. 454.04(1), 454.15(2)(i), Stats. BC 2.04(1), 2.07 Case #LS0004032BAC

**PRISCILLA M THOMPSON
WAUTOMA WI FORFEITURES**
While practicing on a client failed to follow the necessary procedure for blood exposure. Neither admits nor denies these allegations. Effective 6/5/2000. Sec. 454.15(2)(i), Stats. BC 4.02(1)(1993), 2.03(5), 4.05(1) Case #LS0006057BAC

**PHUC VIET TRAN
MADISON WI FORFEITURES**
Failed to supply disposable gloves. Effective 6/5/2000. Sec. 454.15(2)(i), Stats. BC 4.04(2) Case #LS0006058BAC

**THEA A WOODS
MILWAUKEE WI ADMINISTRATIVE
INJUNCTION**
Cutting hair without a license to practice barbering and cosmetology. Shall not practice or offer to practice barbering and cosmetology until she obtains a license, a temporary permit or an apprenticeship permit. Effective 3/3/2000. Sec. 454.02(1), Stats. Case #LS00010717RAL

Department of Regulation and Licensing
Barbering & Cosmetology Examining Board
P.O. Box 8935
Madison, WI 53708-8935

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Telephone Directory

The Division of Business Licensure & Regulation has a menu telephone system which is designed to more efficiently direct the caller to the appropriate section. The telephone number for staff is:

(608) 266-5511

NOTE: Please make sure you dial the 608 area code rather than 414. The Department does not have an office in Milwaukee.

After dialing this number you are asked to press various menu choices. For the following requests, please press numbers as noted:

Applications Forms Press 11
Complaints Against Licensees Press 12
Whether A Person is Licensed Press 442
Application Processing & Requirements Press 42
FAX: (608) 267-3816

Barbering & Cosmetology Examining Board Meeting Dates

2000: October 9, December 4
2001: February 5, April 2, June 4, August 6, October 8, December 3

Meetings are held at 1400E. Washington Ave, Madison, WI and begin at 9:30 a.m. Meeting dates are subject to change.

Visit the Department's Web Site

www.drl.state.wi.us

Copies of the Regulatory Digest are on the Web. For our new "Online Verification of Credential Holders" visit www.drl.state.wi.us/ and click on the "Credential Holder Query" button.

Send comments to dorl@drl.state.wi.us

Wisconsin Statutes and Code

Copies of the Barbering & Cosmetology Examining Board Statutes and Administrative Code can be ordered through the Board Office. Include your name, address, county and a check payable to the Department of Regulation and Licensing in the amount of \$5.28. The latest edition is dated October, 1999.

Change of Name or Address?

Please photocopy the mailing label of this digest, make changes in name or address, and return it to the Department. Confirmation of changes is not automatically provided.

WIS. STATS. S. 440.11 ALLOWS FOR A \$50 PENALTY TO BE IMPOSED WHEN CHANGES ARE NOT REPORTED WITHIN 30 DAYS.

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